

Form NLRB - 501 (2-08)

**UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
09-CA-191313	January 17, 2017

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer LEGGETT & PLATT INC.		b. Tel. No. 858-744-4626
		c. Cell No.
d. Address (street, city, state ZIP code) 101 NEW ST. WINCHESTER, KY 40391	e. Employer Representative STEVEN DAY- HR MANAGER	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) WINCHESTER, KY
i. Type of Establishment (factory, nursing home, hotel) MANUFACTURING	j. Principal Product or Service FURNISHINGS - COMMERCIAL & RESIDENTIAL	k. Number of workers at dispute location 294

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1, 5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

PLEASE SEE ATTACHMENT.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Association of Machinists and Aerospace Workers, AFL-CIO

4a. Address (street and number, city, state, and ZIP code)

**690 E Lamar Blvd, Suite 580
Arlington, Texas 76011**

4b. Tel. No.

(817) 505-0100

4c. Cell No.

4d. Fax No.

(817) 459-0107

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Association of Machinists and Aerospace Workers, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(817) 505-0100

Cell No.

(904) 803-9996

Fax No.

(817) 459-0107

e-Mail

rgarcia@iamaw.org

Address: **690 E. Lamar Blvd., suite 580
Arlington, TX 76011**

Date: **1/12/2017**

**Ramon A. Garcia,
Grand Lodge Rep.**

Print Name and Title

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

EXHIBIT**1**

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ATTACHMENT:

On or about November 28, 2016, the above-named Employer, through its officers, agents and representatives, has interfered with, restrained and coerced, and is interfering with, restraining and coercing employees of Leggett and Platt, Incorporated in the exercise of their rights guaranteed in Section 7 of the Act.

On or about November 28, 2016, the above-named Employer, by its officers, agents and representatives, circulated a petition to decertify the Union on company time. Offers were made of raises, improved health care, 401k and vacation as a condition to decertify the Union. Employees were harassed and coerced during work time to sign a petition to decertify the Union.

Since on or about January 11, 2017 and at all times thereafter, the Employer, by its officers, agents, and representatives, has refused to bargain in good faith with the International Association of Machinists and Aerospace Workers, AFL-CIO, a labor organization chosen by a majority of its employees in an appropriate unit, for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other terms and conditions of employment.

Specifically, a letter was sent by Branch Manager Chuck Denisio stating the company would no longer recognize the IAMAW as the employees bargaining agent. The company refuses to bargain for the upcoming negotiations and is withdrawing recognition upon the expiration of the current agreement on February 28, 2017. The company is now and continues to refuse to bargain or recognize the IAMAW as the employee's representative.